Join Level Water as a Trustee or Chair

Help drive and guide our mission as we seek to 10x our impact.

We are seeking 2-3 new Trustees and a new Chair to add to our existing Board of Trustees, to play an active role in ensuring that Level Water delivers on its ambitious mission and vision, alongside ensuring effective governance of the charity.

We are a small, nimble and innovative charity and are looking for a board that shares this ethos. We think long-term, take considered risks and invest in growth the way that a small company would. To have a big impact we need to make big moves, and rely on our board to balance ambition with risk tolerance and strong governance.

Background

We believe that every child should have a great start in swimming, be confident in the water and build a lifetime love for sport. We’re working hard to ensure that the thousands of children with disabilities in the UK have access to life changing swimming lessons.

Over the past year Level Water has grown in size and ambition. We manage a series of iconic outdoor swims that connect people with some of the most beautiful stretches of water in the country. These events give us great fundraising potential, so that we can deliver more swimming lessons to children with disabilities across the UK than ever before. In order to deliver impactful programming for our incredible swimmers, we
work with over 100 swimming pools across the UK, partnering with some of the biggest leisure providers in the industry, and this number is growing every month.

Our team really lives our values and we work to bring them to life:

- **we are bold**; we think big, double-down on winners and work on our ten-year goals
- **we are joyful**; we are optimistic, positive and energetic; we have fun and share this with others
- **we are personal**; we put relationships first, wear our hearts on our sleeves, and work in partnership
- **we are driven**; we act like owners, and take ownership of our projects and outcomes.

**Who are we looking for?**

We are looking for people to join us who are aligned with our values, can govern the charity, and contribute to our strategic direction in meetings and subcommittees.

1. **New Trustees**

In addition to being values-aligned, we would particularly like to find Trustees with skills and experience in the following areas, which we have identified as gaps on our Board:

- Charity Governance or Law
- Financial Strategy and Filing
- Disability and Equality
- Outdoor Events Management
- Marketing, Influence and/or Lobbying
2. Chair

Our current Chair has led the charity since its inception and is eager to continue as a member of the Trustee board. As we grow, we are now at a point where we hope to find a Chair with specific experience in the Charity world, who can commit more time to understanding the charity, challenging strategy and overseeing Governance.

The Chair will hold the Board of Trustees and CEO to account for delivering the charity’s mission and vision, providing inclusive leadership to the Board, and ensuring that each Trustee fulfils their duties and responsibilities for the effective governance of Level Water. The Chair will also support the CEO and ensure that the Board functions as a unit and works closely with the staff to achieve agreed objectives. In partnership with the CEO, they will act as an ambassador with a desire to positively promote the aims and vision of the charity.

We seek an enthusiastic leader who has a successful background and record of achievement in senior level positions coupled with previous experience in governing organisations through change.

Person Specification:

- Sound understanding of the role of Chair and Trustee and the relationship between Chair, the Board and CEO including a good understanding of governance.
- Ability to think strategically, synthesise complex information, weigh up options, measure risks and build consensus amongst board members.
- Collaborative in style, leads by example encouraging fellow board members to contribute and to feel engaged and valued.
- Confident meeting Chairperson, with the ability to chair one meeting per quarter with the Board and the CEO, plus contact with the Trustees and Senior management Team in between.
Level Water actively promotes equality of opportunity for all and encourages applications from a wide range of candidates. To enable us to deliver our work to the best of our abilities, we particularly welcome applications from people with disabilities who have lived experience of the issues linked to our work. Each applicant will be individually assessed regardless of age, gender, ethnicity, sexual orientation, disability, religion or belief.

You do not need to have had a Trustee role before applying to be a Trustee, we will assess candidates on their skills.

**Key details**

**Role:** Trustees and Chair  
**Salary:** unremunerated but expenses paid  
**Meetings held at:** We are based in Tunbridge Wells however the trustee meetings will mostly happen remotely, with the occasional meeting taking place in London.  
**Time commitment:** 4 trustee meetings per year, preparation and subcommittee membership.  
**Closing date:** 30th June 2023  
**How to apply:** For further information or to apply please contact Ian Thwaites (CEO) at ian@levelwater.org. Application is by CV and a supporting letter, which should indicate why you are interested in applying for the role of Trustee and how you meet the role requirements.